

LAMPIRAN

RINCIAN BIAYA PENELITIAN

1. Honorarium Peneliti	Rp	900.000,00
2. Bahan Habis Pakai	Rp	400.000,00
3. Pustaka	Rp	600.000,00
4. Pengambilan dan pengolahan data	Rp	950.000,00
5. Pembuatan / Penggandaan Laporan	Rp	150.000,00
	-----	+
Total	Rp	3.000.000,00
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Hal : Kuesioner

Kepada :

Yth. Bpk./Ibu Guru dan Karyawan

Di SMK NU Kunduran Blora

Dengan hormat,

Bersama ini saya mohon bantuan dan kesediaan Bapak/Ibu berkenan untuk mengisi kuesioner sebagaimana terlampir. Kuesioner ini dibuat dalam rangka pelaksanaan salah satu Tri Darma Perguruan Tinggi yaitu penelitian dengan judul “Analisa Pengaruh Budaya Organisasi Terhadap Motivasi dengan Kepuasan Kerja Sebagai Variabel Intervening di SMK NU Kunduran Blora”.

Saya mohon kepada Bapak/Ibu untuk mengisi angket yang telah disediakan. Hasil kuesioner ini tidak untuk dipublikasikan, melainkan untuk kepentingan ilmiah semata. Mohon Bapak/Ibu berkenan memberikan jawaban dengan jujur karena apapun jawaban Bapak/Ibu tidak akan mempengaruhi karier Bapak/Ibu dan tidak ada kaitannya dengan masalah kedinasan, identitas dan kerahasiaan Bapak/Ibu akan terjamin.

Atas bantuan dan partisipasi Bapak/Ibu dalam mengisi kuesioner ini saya ucapkan banyak terima kasih.

Yogyakarta, 2015

Peneliti

Dara Kusumawati, S.E.,M.M.

Identitas Responden :

Nama :

Jenis Kelamin : ☐ Pria ☐ Wanita

Umur : tahun

Pendidikan Umum Terakhir : ☐ SMA ☐ D3 ☐ S1 ☐ S2

Masa Kerja : tahun

Petunjuk Pengisian :

1. Mohon memberi tanda checklist (X) pada jawaban yang Bapak/Ibu anggap paling sesuai. Pendapat Bapak / Ibu dinyatakan dalam skala 1 s/d 5 yang memiliki makna:

Sangat Setuju (SS) = 5

Setuju (S) = 4

Netral (N) = 3

Tidak Setuju (TS) = 2

Sangat Tidak Setuju (STS) = 1

2. Setiap pernyataan hanya membutuhkan satu jawaban saja.

NO	PERNYATAAN	SS	S	N	TS	STS
	VARIABEL BUDAYA KERJA					
	Inovasi					
1	Organisasi mendorong guru dan karyawan bekerja kreatif dan inovatif					
2	Organisasi menghargai kreatifitas guru dan karyawan					
3	Organisasi memberikan fasilitas kepada guru dan karyawan untuk melakukan inovasi					
	Berani Mengambil Resiko					
4	Organisasi memperbolehkan guru dan karyawan memecahkan permasalahan yang timbul di organisasi dengan cara berbeda-beda					

5	Guru dan Karyawan diizinkan untuk membuat cara kerja yang bisa membuat hasil kerja lebih baik					
6	Organisasi berani mengambil resiko dengan mencoba ide-ide baru					
	Orientasi Hasil					
7	Organisasi akan memberitahu guru dn karyawan jika mengerjakan pekerjaan dengan baik					
8	Semua guru dan karyawan mencurahkan segala kemampuannya dalam bekerja					
	Orientasi Orang					
9	Sesuatu yang kreatif yang dijalankan guru dan karyawan dihargai oleh organisasi					
10	Organisasi memberikan penghargaan bagi keberhasilan yang dilakukan oleh guru dan karyawan					
11	Organisasi memberikan sanksi bagi kegagalan yang dilakukan oleh guru dan karyawan					
	Keagresifan					
12	Organisasi mendorong terjadinya kompetisi yang sehat diantara guru dan karyawan					
13	Guru dan karyawan yang agresif dalam bekerja sangat disukai di organisasi					
14	Organisasi menghargai guru dan karyawan yang melakukan pengembangan diri untuk menunjang kompetensi diri.					
	Stabilitas					
15	Iklim komunikasi di organisasi dapat dipercaya					
16	Iklim komunikasi di organisasi sangat terbuka					

NO	PERNYATAAN	SS	S	N	TS	STS
	VARIABEL KEPUASAN KERJA					
	Kerja Yang Secara Mental Menantang					
1	Saya memiliki kesempatan untuk menggunakan ketrampilan dalam bekerja					

2	Saya memiliki kesempatan untuk menggunakan kemampuan dalam bekerja					
3	Saya selalu berusaha cepat dalam melaksanakan tugas					
4	Saya selalu tepat dalam melakukan tugas					
5	Saya memiliki kebebasan dalam menuangkan ide/gagasan					
	Ganjaran Yang pantas					
6	Saya mendapat gaji yang adil, setimpal dengan pekerjaan yang saya lakukan					
7	Penghargaan saya peroleh setiap saya melakukan pencapaian prestasi kerja.					
	Kondisi Kerja Yang Mendukung					
8	Saya merasa nyaman dengan lingkungan kerja sekarang					
9	Saya merasa aman dengan lingkungan kerja sekarang					
10	Lingkungan kerja saya memiliki penerangan cahaya yang baik dalam mendukung pekerjaan saya					
	Rekan Kerja Yang Mendukung					
11	Saya selalu memahami rekan kerja saya selama dalam bertugas					
12	Saya selalu bersikap empati terhadap rekan kerja					
13	Saya selalu mendengarkan pendapat rekan kerja dalam melaksanakan tugas					
	Kesesuaian Antara Kepribadian Dengan Pekerjaan					
14	Saya memiliki keahlian yang mendukung pekerjaan saya					
15	Saya memiliki kemampuan untuk memenuhi pekerjaan saya					
16	Saya memiliki ketrampilan yang dapat mendukung pekerjaan saya					

NO	PERNYATAAN	SS	S	N	TS	STS
	VARIABEL MOTIVASI					
	Prestasi Yang Diraih					
1	Saya akan menyelesaikan pekerjaan sesuai target					
2	Saya dapat menyukai tugas tugas yang cukup menantang					

3	Saya berusaha untuk selalu meraih prestasi					
	Pengakuan Orang Lain					
4	Hasil kerja yang saya lakukan memuaskan organisasi					
5	Organisasi selalu memperhatikan kreatifitas dan inovasi pekerjaan saya dengan baik					
6	Saya ingin diakui sebagai orang yang mempunyai potensi					
	Tanggung Jawab					
7	Lebih menyukai tantangan menyelesaikan suatu masalah					
8	Menerima tanggungjawab pribadi untuk sukses					
9	Menyelesaikan tugas sesuai dengan standar					
	Peluang Untuk Maju					
10	Saya mempunyai tugas untuk selalu mengembangkan diri					
11	Saya dituntut untuk selalu mengikuti perkembangan ilmu pengetahuan					
12	Mudahnya informasi-informasi yang diperoleh yang berhubungan dengan kompetensi					
	Kepuasan Kerja itu Sendiri					
13	Pekerjaan sebagai guru / karyawan sesuai dengan kemampuan saya					
14	Saya menyenangi pekerjaan saya sebagai guru/karyawan					
15	Menjadi guru/karyawan menaikkan citra diri saya					
	Kemungkinan Pengembangan karier					
16	Mempunyai kesempatan untuk pengembangan karier					
17	Berusaha untuk selalu mengembangkan diri untuk mengejar karier					

VARIABEL BUDAYA ORGANISASI (X1)

RESPONDEN	X1.1			X1.2			X1.3		X1.4			X1.5			X1.6		TOTAL
	B1	B2	B3	B4	B5	B6	B7	B8	B9	B10	B11	B12	B13	B14	B15	B16	
1	5	5	5	5	4	5	4	4	4	4	3	4	3	3	4	3	65
2	5	4	4	4	4	5	4	3	4	4	3	4	4	4	4	4	64
3	4	5	5	5	4	4	4	3	4	4	3	4	3	4	4	3	63
4	5	4	4	4	4	5	3	3	4	3	3	3	3	4	3	3	58
5	4	5	4	5	5	4	4	4	4	4	3	4	4	3	4	4	65
6	4	4	4	4	4	4	4	5	4	4	3	4	3	4	4	3	62
7	5	4	4	4	4	5	3	3	4	3	3	3	4	4	4	4	61
8	4	4	4	4	4	4	4	4	4	4	3	4	3	4	4	3	61
9	5	5	5	5	5	5	4	4	4	4	3	4	4	4	4	4	69
10	5	5	5	5	5	5	4	4	4	4	3	4	4	4	4	4	69
11	5	5	5	5	4	5	4	4	4	4	3	4	3	4	4	3	66
12	5	5	4	5	4	5	4	5	3	4	5	4	4	5	4	4	70
13	5	5	4	5	4	5	4	3	4	4	5	4	5	5	5	5	72
14	4	4	4	4	4	4	3	3	4	3	3	3	3	4	4	3	57
15	5	4	5	4	4	5	4	3	4	4	3	4	3	4	4	3	63
16	5	4	3	4	5	5	4	5	4	4	5	4	4	5	4	4	69
17	4	4	4	4	4	4	4	4	5	4	4	4	3	4	4	3	63
18	5	4	4	4	4	5	3	3	4	3	3	3	3	4	4	3	59
19	5	4	5	4	4	5	3	4	4	3	3	3	4	4	4	4	63
20	5	5	3	5	5	5	4	4	5	4	3	4	5	4	5	5	71
21	5	5	5	5	5	5	5	4	4	5	3	5	3	4	3	3	69
22	4	5	4	5	5	4	4	3	4	4	3	4	4	4	4	4	65
23	5	4	5	4	5	5	4	4	4	4	3	4	3	4	3	3	64
24	5	5	5	5	5	5	4	4	4	4	3	4	4	5	4	4	70
25	5	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	66
26	4	4	3	4	5	4	4	3	4	4	3	4	2	4	4	2	58
27	4	3	5	3	4	4	4	4	5	4	3	4	3	4	4	3	61
28	4	4	4	4	5	4	5	4	5	5	3	5	3	5	4	3	67
29	4	4	4	4	4	4	4	3	4	4	3	4	4	4	4	4	62
30	5	4	4	4	4	5	4	3	4	4	3	4	3	4	3	3	61

Correlations

		B1	B2	B3	B4	B5	B6	B7	B8	B9	B10	B11	B12	B13	B14	B15	B16	TOTAL
B1	Pearson Correlation	1	.257	.213	.257	.005	1.000**	-.161	.076	-.332	-.161	.213	-.161	.361	.161	-.115	.361	.422*
	Sig. (2-tailed)		.170	.259	.170	.980	.000	.395	.691	.073	.395	.259	.395	.050	.395	.546	.050	.020
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B2	Pearson Correlation	.257	1	.200	1.000**	.375*	.257	.271	.124	-.323	.271	.103	.271	.409*	-.013	.239	.409*	.665**
	Sig. (2-tailed)	.170		.288	.000	.041	.170	.148	.515	.081	.148	.587	.148	.025	.946	.203	.025	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B3	Pearson Correlation	.213	.200	1	.200	-.103	.213	.090	.033	-.107	.090	-.348	.090	-.158	-.202	-.296	-.158	.112
	Sig. (2-tailed)	.259	.288		.288	.589	.259	.637	.862	.573	.637	.059	.637	.404	.285	.113	.404	.557
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B4	Pearson Correlation	.257	1.000**	.200	1	.375*	.257	.271	.124	-.323	.271	.103	.271	.409*	-.013	.239	.409*	.665**
	Sig. (2-tailed)	.170	.000	.288		.041	.170	.148	.515	.081	.148	.587	.148	.025	.946	.203	.025	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B5	Pearson Correlation	.005	.375*	-.103	.375*	1	.005	.454*	.248	.157	.454*	-.103	.454*	.155	.132	-.042	.155	.465**
	Sig. (2-tailed)	.980	.041	.589	.041		.980	.012	.186	.407	.012	.589	.012	.414	.488	.827	.414	.010
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B6	Pearson Correlation	1.000**	.257	.213	.257	.005	1	-.161	.076	-.332	-.161	.213	-.161	.361	.161	-.115	.361	.422*
	Sig. (2-tailed)	.000	.170	.259	.170	.980		.395	.691	.073	.395	.259	.395	.050	.395	.546	.050	.020
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B7	Pearson Correlation	-.161	.271	.090	.271	.454*	-.161	1	.341	.232	1.000**	.090	1.000**	-.053	.194	-.032	-.053	.544**
	Sig. (2-tailed)	.395	.148	.637	.148	.012	.395		.065	.218	.000	.637	.000	.783	.304	.867	.783	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B8	Pearson Correlation	.076	.124	.033	.124	.248	.076	.341	1	-.013	.341	.364*	.341	.116	.209	.047	.116	.487**
	Sig. (2-tailed)	.691	.515	.862	.515	.186	.691	.065		.945	.065	.048	.065	.540	.267	.805	.540	.006
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B9	Pearson Correlation	-.332	-.323	-.107	-.323	.157	-.332	.232	-.013	1	.232	-.241	.232	-.063	-.053	.229	-.063	-.027
	Sig. (2-tailed)	.073	.081	.573	.081	.407	.073	.218	.945		.218	.199	.218	.742	.779	.224	.742	.887
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B10	Pearson Correlation	-.161	.271	.090	.271	.454*	-.161	1.000**	.341	.232	1	.090	1.000**	-.053	.194	-.032	-.053	.544**
	Sig. (2-tailed)	.395	.148	.637	.148	.012	.395	.000	.065	.218		.637	.000	.783	.304	.867	.783	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B11	Pearson Correlation	.213	.103	-.348	.103	-.103	.213	.090	.364*	-.241	.090	1	.090	.395*	.583**	.304	.395*	.464**
	Sig. (2-tailed)	.259	.587	.059	.587	.589	.259	.637	.048	.199	.637		.637	.031	.001	.103	.031	.010
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B12	Pearson Correlation	-.161	.271	.090	.271	.454*	-.161	1.000**	.341	.232	1.000**	.090	1	-.053	.194	-.032	-.053	.544**
	Sig. (2-tailed)	.395	.148	.637	.148	.012	.395	.000	.065	.218	.000	.637		.783	.304	.867	.783	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B13	Pearson Correlation	.361	.409*	-.158	.409*	.155	.361	-.053	.116	-.063	-.053	.395*	-.053	1	.263	.562**	1.000**	.668**
	Sig. (2-tailed)	.050	.025	.404	.025	.414	.050	.783	.540	.742	.783	.031	.783		.160	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B14	Pearson Correlation	.161	-.013	-.202	-.013	.132	.161	.194	.209	-.053	.194	.583**	.194	.263	1	.191	.263	.430*
	Sig. (2-tailed)	.395	.946	.285	.946	.488	.395	.304	.267	.779	.304	.001	.304	.160		.311	.160	.018
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B15	Pearson Correlation	-.115	.239	-.296	.239	-.042	-.115	-.032	.047	.229	-.032	.304	-.032	.562**	.191	1	.562**	.369*
	Sig. (2-tailed)	.546	.203	.113	.203	.827	.546	.867	.805	.224	.867	.103	.867	.001	.311		.001	.045
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B16	Pearson Correlation	.361	.409*	-.158	.409*	.155	.361	-.053	.116	-.063	-.053	.395*	-.053	1.000**	.263	.562**	1	.668**
	Sig. (2-tailed)	.050	.025	.404	.025	.414	.050	.783	.540	.742	.783	.031	.783	.000	.160	.001		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.422*	.665**	.112	.665**	.465**	.422*	.544**	.487**	-.027	.544**	.464**	.544**	.668**	.430*	.369*	.668**	1
	Sig. (2-tailed)	.020	.000	.557	.000	.010	.020	.002	.006	.887	.002	.010	.002	.000	.018	.045	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

VARIABEL BUDAYA ORGANISASI (X1)

RESPONDEN	X1.1		X1.2			X1.3		X1.4		X1.5			X1.6		TOTAL
	B1	B2	B3	B4	B5	B6	B7	B8	B9	B10	B11	B12	B13	B14	
1	5	5	5	4	5	4	4	4	3	4	3	3	4	3	56
2	5	4	4	4	5	4	3	4	3	4	4	4	4	4	56
3	4	5	5	4	4	4	3	4	3	4	3	4	4	3	54
4	5	4	4	4	5	3	3	3	3	3	3	4	3	3	50
5	4	5	5	5	4	4	4	4	3	4	4	3	4	4	57
6	4	4	4	4	4	4	5	4	3	4	3	4	4	3	54
7	5	4	4	4	5	3	3	3	3	3	4	4	4	4	53
8	4	4	4	4	4	4	4	4	3	4	3	4	4	3	53
9	5	5	5	5	5	4	4	4	3	4	4	4	4	4	60
10	5	5	5	5	5	4	4	4	3	4	4	4	4	4	60
11	5	5	5	4	5	4	4	4	3	4	3	4	4	3	57
12	5	5	5	4	5	4	5	4	5	4	4	5	4	4	63
13	5	5	5	4	5	4	3	4	5	4	5	5	5	5	64
14	4	4	4	4	4	3	3	3	3	3	3	4	4	3	49
15	5	4	4	4	5	4	3	4	3	4	3	4	4	3	54
16	5	4	4	5	5	4	5	4	5	4	4	5	4	4	62
17	4	4	4	4	4	4	4	4	4	4	3	4	4	3	54
18	5	4	4	4	5	3	3	3	3	3	3	4	4	3	51
19	5	4	4	4	5	3	4	3	3	3	4	4	4	4	54
20	5	5	5	5	5	4	4	4	3	4	5	4	5	5	63
21	5	5	5	5	5	5	4	5	3	5	3	4	3	3	60
22	4	5	5	5	4	4	3	4	3	4	4	4	4	4	57
23	5	4	4	5	5	4	4	4	3	4	3	4	3	3	55
24	5	5	5	5	5	4	4	4	3	4	4	5	4	4	61
25	5	4	4	4	5	4	4	4	4	4	4	4	4	4	58
26	4	4	4	5	4	4	3	4	3	4	2	4	4	2	51
27	4	3	3	4	4	4	4	4	3	4	3	4	4	3	51
28	4	4	4	5	4	5	4	5	3	5	3	5	4	3	58
29	4	4	4	4	4	4	3	4	3	4	4	4	4	4	54
30	5	4	4	4	5	4	3	4	3	4	3	4	3	3	53

Correlations

		B1	B2	B3	B4	B5	B6	B7	B8	B9	B10	B11	B12	B13	B14	TOTAL
B1	Pearson Correlation	1	.257	.257	.005	1.000**	-.161	.076	-.161	.213	-.161	.361	.161	-.115	.361	.422*
	Sig. (2-tailed)		.170	.170	.980	.000	.395	.691	.395	.259	.395	.050	.395	.546	.050	.020
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B2	Pearson Correlation	.257	1	1.000**	.375*	.257	.271	.124	.271	.103	.271	.409*	-.013	.239	.409*	.665**
	Sig. (2-tailed)	.170		.000	.041	.170	.148	.515	.148	.587	.148	.025	.946	.203	.025	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B3	Pearson Correlation	.257	1.000**	1	.375*	.257	.271	.124	.271	.103	.271	.409*	-.013	.239	.409*	.665**
	Sig. (2-tailed)	.170	.000		.041	.170	.148	.515	.148	.587	.148	.025	.946	.203	.025	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B4	Pearson Correlation	.005	.375*	.375*	1	.005	.454*	.248	.454*	-.103	.454*	.155	.132	-.042	.155	.465**
	Sig. (2-tailed)	.980	.041	.041		.980	.012	.186	.012	.589	.012	.414	.488	.827	.414	.010
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B5	Pearson Correlation	1.000**	.257	.257	.005	1	-.161	.076	-.161	.213	-.161	.361	.161	-.115	.361	.422*
	Sig. (2-tailed)	.000	.170	.170	.980		.395	.691	.395	.259	.395	.050	.395	.546	.050	.020
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B6	Pearson Correlation	-.161	.271	.271	.454*	-.161	1	.341	1.000**	.090	1.000**	-.053	.194	-.032	-.053	.508**
	Sig. (2-tailed)	.395	.148	.148	.012	.395		.065	.000	.637	.000	.783	.304	.867	.783	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B7	Pearson Correlation	.076	.124	.124	.248	.076	.341	1	.341	.364*	.341	.116	.209	.047	.116	.482**
	Sig. (2-tailed)	.691	.515	.515	.186	.691	.065		.065	.048	.065	.540	.267	.805	.540	.007
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B8	Pearson Correlation	-.161	.271	.271	.454*	-.161	1.000**	.341	1	.090	1.000**	-.053	.194	-.032	-.053	.508**
	Sig. (2-tailed)	.395	.148	.148	.012	.395	.000	.065		.637	.000	.783	.304	.867	.783	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B9	Pearson Correlation	.213	.103	.103	-.103	.213	.090	.364*	.090	1	.090	.395*	.583**	.304	.395*	.542**
	Sig. (2-tailed)	.259	.587	.587	.589	.259	.637	.048	.637		.637	.031	.001	.103	.031	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B10	Pearson Correlation	-.161	.271	.271	.454*	-.161	1.000**	.341	1.000**	.090	1	-.053	.194	-.032	-.053	.508**
	Sig. (2-tailed)	.395	.148	.148	.012	.395	.000	.065	.000	.637		.783	.304	.867	.783	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B11	Pearson Correlation	.361	.409*	.409*	.155	.361	-.053	.116	-.053	.395*	-.053	1	.263	.562**	1.000**	.698**
	Sig. (2-tailed)	.050	.025	.025	.414	.050	.783	.540	.783	.031	.783		.160	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B12	Pearson Correlation	.161	-.013	-.013	.132	.161	.194	.209	.194	.583**	.194	.263	1	.191	.263	.466**
	Sig. (2-tailed)	.395	.946	.946	.488	.395	.304	.267	.304	.001	.304	.160		.311	.160	.009
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B13	Pearson Correlation	-.115	.239	.239	-.042	-.115	-.032	.047	-.032	.304	-.032	.562**	.191	1	.562**	.393*
	Sig. (2-tailed)	.546	.203	.203	.827	.546	.867	.805	.867	.103	.867	.001	.311		.001	.032
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B14	Pearson Correlation	.361	.409*	.409*	.155	.361	-.053	.116	-.053	.395*	-.053	1.000**	.263	.562**	1	.698**
	Sig. (2-tailed)	.050	.025	.025	.414	.050	.783	.540	.783	.031	.783	.000	.160	.001		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.422*	.665**	.665**	.465**	.422*	.508**	.482**	.508**	.542**	.508**	.698**	.466**	.393*	.698**	1
	Sig. (2-tailed)	.020	.000	.000	.010	.020	.004	.007	.004	.002	.004	.000	.009	.032	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
B1	51.43	15.564	.317	.806
B2	51.70	14.286	.579	.786
B3	51.70	14.286	.579	.786
B4	51.70	15.390	.364	.802
B5	51.43	15.564	.317	.806
B6	52.17	15.247	.413	.799
B7	52.37	14.861	.347	.806
B8	52.17	15.247	.413	.799
B9	52.80	14.579	.418	.799
B10	52.17	15.247	.413	.799
B11	52.57	13.564	.597	.783
B12	51.97	15.413	.367	.802
B13	52.13	15.775	.295	.807
B14	52.57	13.564	.597	.783

Reliability Statistics

Cronbach's Alpha	N of Items
.809	14

VARIABEL KEPUASAN KERJA (Y1)

RESPONDEN	Y.1.1					Y.1.2		Y.1.3			Y.1.4			Y.1.5			TOTAL
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	
1	5	5	4	3	4	4	3	4	4	4	5	4	4	4	5	4	66
2	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	62
3	4	4	3	3	4	4	3	4	4	4	4	4	3	3	4	4	59
4	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	5	63
5	4	4	3	3	4	4	4	4	3	4	3	4	4	4	5	5	62
6	4	4	3	3	4	4	3	4	4	4	4	4	3	4	4	4	60
7	4	4	3	3	4	4	3	4	4	4	5	4	3	4	5	5	63
8	4	4	3	3	4	4	3	4	4	4	4	4	3	3	3	3	57
9	4	4	3	3	4	4	3	4	4	4	4	4	3	4	3	3	58
10	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	63
11	4	4	3	4	4	4	4	5	5	5	4	4	4	4	4	4	66
12	5	5	4	3	5	4	4	3	4	5	5	4	4	4	4	4	67
13	5	4	5	5	5	4	3	5	5	5	4	4	3	5	5	5	72
14	5	5	4	3	4	4	3	4	4	4	3	4	3	3	4	4	61
15	5	5	4	4	5	5	5	5	5	5	4	5	5	5	4	4	75
16	5	4	5	3	5	5	4	3	5	4	5	5	4	5	4	3	69
17	4	4	3	3	5	5	5	5	5	5	4	5	4	4	4	4	69
18	5	5	3	3	4	4	3	4	4	4	3	4	3	4	4	3	60
19	4	4	3	3	4	3	3	4	4	4	4	3	3	4	3	3	56
20	5	4	5	4	5	3	4	5	5	4	3	3	4	5	4	4	67
21	5	5	4	3	4	4	3	4	4	4	4	4	3	4	3	3	61
22	4	4	3	3	3	3	3	4	4	4	3	3	3	4	4	4	56
23	5	5	4	4	4	3	4	4	4	4	4	3	4	5	5	4	66
24	5	5	3	4	4	4	5	4	4	4	4	4	5	5	5	4	69
25	5	5	4	3	4	4	3	4	4	4	5	4	3	4	3	3	62
26	5	5	3	3	4	3	3	4	4	4	4	3	3	5	4	4	61
27	5	5	3	3	4	4	3	4	4	4	3	4	3	4	4	3	60
28	5	5	3	3	4	4	3	4	4	4	3	4	3	5	5	4	63
29	4	4	3	3	4	4	4	4	4	4	4	4	4	4	3	4	61
30	5	5	4	4	5	5	5	5	5	5	4	4	5	4	4	4	73

VARIABEL KEPUASAN KERJA (Y1)

RESPONDEN	Y.1.1				Y.1.2		Y.1.3			Y.1.4		Y.1.5		TOTAL
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	
1	5	4	3	4	4	3	4	4	4	4	4	4	5	52
2	4	3	3	4	4	4	4	4	4	4	4	4	4	50
3	4	3	3	4	4	3	4	4	4	4	3	3	4	47
4	4	3	3	4	4	4	4	4	4	4	4	4	4	50
5	4	3	3	4	4	4	4	3	4	4	4	4	5	50
6	4	3	3	4	4	3	4	4	4	4	3	4	4	48
7	4	3	3	4	4	3	4	4	4	4	3	4	5	49
8	4	3	3	4	4	3	4	4	4	4	3	3	3	46
9	4	3	3	4	4	3	4	4	4	4	3	4	3	47
10	4	3	4	4	4	4	4	4	4	4	4	4	4	51
11	4	3	4	4	4	4	5	5	5	4	4	4	4	54
12	5	4	3	5	4	4	3	4	5	4	4	4	4	53
13	5	5	5	5	4	3	5	5	5	4	3	5	5	59
14	5	4	3	4	4	3	4	4	4	4	3	3	4	49
15	5	4	4	5	5	5	5	5	5	5	5	5	4	62
16	5	5	3	5	5	4	3	5	4	5	4	5	4	57
17	4	3	3	5	5	5	5	5	5	5	4	4	4	57
18	5	3	3	4	4	3	4	4	4	4	3	4	4	49
19	4	3	3	4	3	3	4	4	4	3	3	4	3	45
20	5	5	4	5	3	4	5	5	4	3	4	5	4	56
21	5	4	3	4	4	3	4	4	4	4	3	4	3	49
22	4	3	3	3	3	3	4	4	4	3	3	4	4	45
23	5	4	4	4	3	4	4	4	4	3	4	5	5	53
24	5	3	4	4	4	5	4	4	4	4	5	5	5	56
25	5	4	3	4	4	3	4	4	4	4	3	4	3	49
26	5	3	3	4	3	3	4	4	4	3	3	5	4	48
27	5	3	3	4	4	3	4	4	4	4	3	4	4	49
28	5	3	3	4	4	3	4	4	4	4	3	5	5	51
29	4	3	3	4	4	4	4	4	4	4	4	4	3	49
30	5	4	4	5	5	5	5	5	5	4	5	4	4	60

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	TOTAL
P1	Pearson Correlation	1	.816**	.652**	.279	.393*	.065	.038	-.018	.253	.134	.007	.009	.141	.497**	.251	-.202	.482**
	Sig. (2-tailed)		.000	.000	.135	.032	.732	.844	.925	.178	.481	.970	.964	.457	.005	.181	.285	.007
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	.816**	1	.194	.013	.057	.053	.019	-.099	-.085	.067	-.014	-.018	.122	.212	.160	-.247	.245
	Sig. (2-tailed)	.000		.304	.947	.767	.780	.921	.603	.656	.724	.940	.927	.522	.261	.397	.189	.192
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	.652**	.194	1	.454*	.648**	.133	.112	.113	.543**	.274	.232	.091	.195	.399*	.116	-.011	.586**
	Sig. (2-tailed)	.000	.304		.012	.000	.482	.556	.552	.002	.143	.217	.634	.302	.029	.541	.955	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	.279	.013	.454*	1	.426*	.035	.410*	.610**	.559**	.507**	-.040	-.050	.439*	.490**	.357	.328	.666**
	Sig. (2-tailed)	.135	.947	.012		.019	.855	.025	.000	.001	.004	.833	.795	.015	.006	.053	.077	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	.393*	.057	.648**	.426*	1	.538**	.531**	.309	.706**	.665**	.267	.465**	.464**	.361	.085	.091	.789**
	Sig. (2-tailed)	.032	.767	.000	.019		.002	.003	.097	.000	.000	.153	.010	.010	.050	.654	.634	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	.065	.053	.133	.035	.538**	1	.480**	.139	.410*	.488**	.284	.945**	.423*	-.087	.003	-.013	.549**
	Sig. (2-tailed)	.732	.780	.482	.855	.002		.007	.465	.025	.006	.128	.000	.020	.647	.987	.945	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	.038	.019	.112	.410*	.531**	.480**	1	.338	.433*	.515**	.089	.384*	.932**	.322	.171	.258	.714**
	Sig. (2-tailed)	.844	.921	.556	.025	.003	.007		.068	.017	.004	.639	.036	.000	.083	.366	.169	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	-.018	-.099	.113	.610**	.309	.139	.338	1	.589**	.535**	-.290	.035	.262	.153	.088	.274	.438*
	Sig. (2-tailed)	.925	.803	.552	.000	.097	.465	.068		.001	.002	.120	.855	.162	.419	.643	.143	.018
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	.253	-.085	.543**	.559**	.706**	.410*	.433*	.589**	1	.665**	.156	.328	.359	.361	-.021	-.023	.688**
	Sig. (2-tailed)	.178	.656	.002	.001	.000	.025	.017	.001		.000	.411	.077	.051	.050	.911	.905	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	.134	.067	.274	.507**	.665**	.488**	.515**	.535**	.665**	1	.185	.391*	.427*	.143	.101	.243	.699**
	Sig. (2-tailed)	.481	.724	.143	.004	.000	.006	.004	.002	.000		.326	.033	.019	.450	.594	.196	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P11	Pearson Correlation	.007	-.014	.232	-.040	.267	.284	.089	-.290	.156	.185	1	.297	.176	.030	-.075	-.023	.275
	Sig. (2-tailed)	.970	.940	.217	.833	.153	.128	.639	.120	.411	.326		.111	.353	.874	.693	.905	.141
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P12	Pearson Correlation	.009	-.018	.091	-.050	.465**	.945**	.384*	.035	.328	.391*	.297	1	.314	-.075	.007	-.028	.459*
	Sig. (2-tailed)	.964	.927	.634	.795	.010	.000	.036	.855	.077	.033	.111		.091	.695	.972	.883	.011
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P13	Pearson Correlation	.141	.122	.195	.439*	.464**	.423*	.932**	.262	.359	.427*	.176	.314	1	.345	.260	.276	.735**
	Sig. (2-tailed)	.457	.522	.302	.015	.010	.020	.000	.162	.051	.019	.353	.091		.062	.165	.139	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P14	Pearson Correlation	.497**	.212	.399*	.490**	.361	-.067	.322	.153	.361	.143	.030	-.075	.345	1	.421*	.154	.558**
	Sig. (2-tailed)	.005	.261	.029	.006	.050	.647	.083	.419	.050	.450	.874	.695	.062		.021	.415	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P15	Pearson Correlation	.251	.160	.116	.357	.085	.003	.171	.088	-.021	.101	-.075	.007	.260	.421*	1	.567**	.444*
	Sig. (2-tailed)	.181	.397	.541	.053	.654	.987	.366	.643	.911	.594	.693	.972	.165	.021		.000	.014
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P16	Pearson Correlation	-.202	-.247	-.011	.328	.091	-.013	.258	.274	-.023	.243	-.023	-.028	.276	.154	.667**	1	.348
	Sig. (2-tailed)	.285	.189	.955	.077	.634	.945	.169	.143	.905	.198	.905	.883	.139	.415	.000		.059
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.482**	.245	.586**	.666**	.789**	.549**	.714**	.438*	.688**	.699**	.275	.459*	.735**	.558**	.444*	.348	1
	Sig. (2-tailed)	.007	.192	.001	.000	.000	.002	.000	.016	.000	.000	.141	.011	.000	.001	.014	.059	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	TOTAL
P1	Pearson Correlation	1	.652**	.279	.393*	.065	.038	-.018	.253	.134	.009	.141	.497**	.251	.466**
	Sig. (2-tailed)		.000	.135	.032	.732	.844	.925	.178	.481	.964	.457	.005	.181	.009
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	.652**	1	.454*	.648**	.133	.112	.113	.543**	.274	.091	.195	.399*	.116	.592**
	Sig. (2-tailed)	.000		.012	.000	.482	.556	.552	.002	.143	.634	.302	.029	.541	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	.279	.454*	1	.426**	.035	.410*	.610**	.559**	.507**	-.050	.439*	.490**	.357	.691**
	Sig. (2-tailed)	.135	.012		.019	.855	.025	.000	.001	.004	.795	.015	.006	.053	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	.393*	.648**	.426**	1	.538**	.531**	.309	.706**	.665**	.465**	.464**	.361	.085	.812**
	Sig. (2-tailed)	.032	.000	.019		.002	.003	.097	.000	.000	.010	.010	.050	.654	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	.065	.133	.035	.538**	1	.480**	.139	.410*	.488**	.945**	.423*	-.087	.003	.559**
	Sig. (2-tailed)	.732	.482	.855	.002		.007	.465	.025	.006	.000	.020	.647	.987	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	.038	.112	.410*	.531**	.480**	1	.338	.433*	.515**	.384*	.932**	.322	.171	.734**
	Sig. (2-tailed)	.844	.556	.025	.003	.007		.068	.017	.004	.036	.000	.083	.366	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	-.018	.113	.610**	.309	.139	.338	1	.589**	.535**	.035	.262	.163	.088	.496**
	Sig. (2-tailed)	.925	.552	.000	.097	.465	.068		.001	.002	.855	.162	.419	.643	.005
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	.253	.543**	.559**	.706**	.410*	.433*	.589**	1	.665**	.328	.359	.361	-.021	.748**
	Sig. (2-tailed)	.178	.002	.001	.000	.025	.017	.001		.000	.077	.051	.050	.911	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	.134	.274	.507**	.665**	.488**	.515**	.535**	.665**	1	.391*	.427*	.143	.101	.701**
	Sig. (2-tailed)	.481	.143	.004	.000	.006	.004	.002	.000		.033	.019	.450	.594	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	.009	.091	-.050	.465**	.945**	.384*	.035	.328	.391*	1	.314	-.075	.007	.469**
	Sig. (2-tailed)	.964	.634	.795	.010	.000	.036	.855	.077	.033		.091	.695	.972	.009
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P11	Pearson Correlation	.141	.195	.439*	.464**	.423*	.932**	.262	.359	.427*	.314	1	.345	.260	.731**
	Sig. (2-tailed)	.457	.302	.015	.010	.020	.000	.162	.051	.019	.091		.062	.165	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P12	Pearson Correlation	.497**	.399*	.490**	.361	-.087	.322	.153	.361	.143	-.075	.345	1	.421*	.564**
	Sig. (2-tailed)	.005	.029	.006	.050	.647	.083	.419	.050	.450	.695	.062		.021	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P13	Pearson Correlation	.251	.116	.357	.085	.003	.171	.088	-.021	.101	.007	.260	.421*	1	.388*
	Sig. (2-tailed)	.181	.541	.053	.654	.987	.366	.643	.911	.594	.972	.165	.021		.034
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.466**	.592**	.691**	.812**	.559**	.734**	.496**	.748**	.701**	.469**	.731**	.564**	.388*	1
	Sig. (2-tailed)	.009	.001	.000	.000	.001	.000	.005	.000	.000	.009	.000	.001	.034	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Reliability Statistics

Cronbach's	
Alpha	N of Items
.853	13

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
P1	46.80	18.166	.370	.851
P2	47.87	16.878	.479	.846
P3	48.03	16.999	.621	.836
P4	47.13	16.740	.769	.829
P5	47.37	17.551	.464	.845
P6	47.73	15.789	.645	.833
P7	47.20	18.028	.403	.849
P8	47.13	17.016	.694	.833
P9	47.13	17.637	.650	.838
P10	47.40	18.110	.370	.851
P11	47.73	16.064	.648	.833
P12	47.17	17.385	.463	.846
P13	47.30	18.148	.251	.862

VARIABEL MOTIVASI (Y2)

RESPONDEN	Y.1.1			Y.1.2			Y.1.3			Y.1.4			Y.1.5			Y.1.6		TOTAL
	M1	M2	M3	M4	M5	M6	M7	M8	M9	M10	M11	M12	M13	M14	M15	M16	M17	
1	3	4	3	3	3	3	3	4	4	3	4	4	4	4	4	3	4	60
2	4	4	4	4	4	3	4	4	4	4	4	4	4	4		3	4	66
3	4	3	3	3	4	3	3	4	3	3	4	4	4	5		3	4	60
4	4	3	3	4	4	3	5	4	4	4	4	4	4	4		3	4	64
5	4	4	5	4	4	3	3	4	4	4	4	4	4	4		3	4	66
6	4	3	4	4	4	3	3	4	3	5	5	5	5	4		3	4	67
7	4	4	4	4	4	4	3	4	5	4	4	5	4	4		4	4	69
8	4	3	3	4	4	3	3	4	3	4	4	4	4	4		3	4	62
9	4	3	3	4	4	3	5	4	3	4	4	4	4	4		4	4	65
10	4	4	4	4	4	4	3	4	4	4	4	4	4	5		4	4	68
11	4	4	3	3	4	3	5	4	5	4	4	4	4	4		4	4	66
12	3	5	4	4	3	3	3	4	5	5	4	4	4	4		5	3	67
13	5	4	3	5	5	5	4	4	2	5	4	5	4	5		5	5	75
14	4	3	3	4	4	3	3	4	3	4	4	4	4	4		3	4	62
15	4	3	3	3	4	3	2	4	4	3	4	4	4	4		4	4	60
16	5	4	5	4	5	4	3	4	3	4	5	4	5	4		4	5	72
17	4	3	3	3	4	4	3	4	3	4	4	4	4	4		4	4	62
18	4	3	4	4	4	4	5	4	3	4	5	5	5	3		3	4	68
19	4	3	3	4	4	3	3	4	4	4	4	4	4	5		3	4	64
20	5	4	3	4	5	4	5	5	3	5	5	4	5	4		5	5	75
21	4	3	4	4	4	3	3	4	4	4	5	4	5	5		4	4	68
22	4	3	3	4	4	3	3	3	3	4	4	4	4	4		3	4	61
23	4	4	3	4	4	3	3	4	4	4	4	4	4	4		3	4	64
24	5	4	3	4	5	4	4	4	5	5	5	5	5	5		4	5	76
25	4	3	3	4	4	4	3	4	4	4	4	4	4	5		4	4	66
26	4	3	4	3	4	3	3	3	4	4	4	4	4	4		3	4	61
27	4	3	3	3	4	2	3	3	3	3	4	4	4	4		4	4	58
28	4	4	3	4	4	3	3	4	4	4	4	4	4	4		4	4	65
29	4	3	4	4	4	3	3	4	4	4	4	4	4	4		3	4	64
30	4	3	3	3	4	3	3	4	4	3	4	4	4	4		4	4	61

VARIABEL MOTIVASI (Y2)

RESPONDEN	Y.1.1		Y.1.2			Y.1.3		Y.1.4			Y.1.5		Y.1.6		TOTAL
	M1	M2	M3	M4	M5	M6	M7	M8	M9	M10	M11	M12	M13	M14	
1	3	4	3	3	3	3	4	3	4	4	4	4	3	4	49
2	4	4	4	4	3	4	4	4	4	4	4	3	4	4	54
3	4	3	3	4	3	3	4	3	4	4	4	3	4	3	49
4	4	3	4	4	3	5	4	4	4	4	4	3	3	4	53
5	4	4	4	4	3	3	4	4	4	4	4	3	4	4	53
6	4	3	4	4	3	3	4	5	5	5	5	3	4	4	56
7	4	4	4	4	4	3	4	4	4	5	4	4	4	4	56
8	4	3	4	4	3	3	4	4	4	4	4	3	4	4	52
9	4	3	4	4	3	5	4	4	4	4	4	4	4	4	55
10	4	4	4	4	4	3	4	4	4	4	4	4	4	4	55
11	4	4	3	4	3	5	4	4	4	4	4	4	4	3	54
12	3	5	4	3	3	3	4	5	4	4	4	5	3	4	54
13	5	4	5	5	5	4	4	5	4	5	4	5	5	5	65
14	4	3	4	4	3	3	4	4	4	4	4	3	4	4	52
15	4	3	3	4	3	2	4	3	4	4	4	4	4	3	49
16	5	4	4	5	4	3	4	4	5	4	5	4	5	4	60
17	4	3	3	4	4	3	4	4	4	4	4	4	4	3	52
18	4	3	4	4	4	5	4	4	5	5	5	3	4	4	58
19	4	3	4	4	3	3	4	4	4	4	4	3	4	4	52
20	5	4	4	5	4	5	5	5	5	4	5	5	5	4	65
21	4	3	4	4	3	3	4	4	5	4	5	4	4	4	55
22	4	3	4	4	3	3	3	4	4	4	4	3	4	4	51
23	4	4	4	4	3	3	4	4	4	4	4	3	4	4	53
24	5	4	4	5	4	4	4	5	5	5	5	4	5	4	63
25	4	3	4	4	4	3	4	4	4	4	4	4	4	4	54
26	4	3	3	4	3	3	3	4	4	4	4	3	4	3	49
27	4	3	3	4	2	3	3	3	4	4	4	4	4	3	48
28	4	4	4	4	3	3	4	4	4	4	4	4	4	4	54
29	4	3	4	4	3	3	4	4	4	4	4	3	4	4	52
30	4	3	3	4	3	3	4	3	4	4	4	4	4	3	50

Correlations

		M1	M2	M3	M4	M5	M6	M7	M8	M9	M10	M11	M12	M13	M14	TOTAL
M1	Pearson Correlation	1	.009	.375*	1.000**	.566**	.302	.238	.392*	.490**	.337	.490**	.193	.928**	.222	.724**
	Sig. (2-tailed)		.963	.041	.000	.001	.105	.205	.032	.006	.069	.006	.306	.000	.239	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M2	Pearson Correlation	.009	1	.271	.009	.284	.104	.320	.411*	.030	.106	.030	.517**	.066	.349	.437*
	Sig. (2-tailed)	.963		.147	.963	.129	.585	.085	.024	.876	.577	.876	.003	.730	.059	.016
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M3	Pearson Correlation	.375*	.271	1	.375*	.471**	.235	.287	.699**	.235	.391*	.235	.069	.312	.933**	.671**
	Sig. (2-tailed)	.041	.147		.041	.009	.210	.124	.000	.210	.033	.210	.717	.094	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M4	Pearson Correlation	1.000**	.009	.375*	1	.566**	.302	.238	.392*	.490**	.337	.490**	.193	.928**	.222	.724**
	Sig. (2-tailed)	.000	.963	.041		.001	.105	.205	.032	.006	.069	.006	.306	.000	.239	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M5	Pearson Correlation	.566**	.284	.471**	.566**	1	.242	.412*	.493**	.313	.534**	.313	.438*	.555**	.454*	.762**
	Sig. (2-tailed)	.001	.129	.009	.001		.198	.024	.006	.092	.002	.092	.016	.001	.012	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M6	Pearson Correlation	.302	.104	.235	.302	.242	1	.325	.361	.271	.224	.271	.128	.138	.210	.518*
	Sig. (2-tailed)	.105	.585	.210	.105	.198		.080	.050	.148	.235	.148	.499	.466	.265	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M7	Pearson Correlation	.238	.320	.287	.238	.412*	.325	1	.322	.325	.083	.325	.333	.206	.312	.535*
	Sig. (2-tailed)	.205	.085	.124	.205	.024	.080		.083	.080	.663	.080	.072	.276	.093	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M8	Pearson Correlation	.392*	.411*	.699**	.392*	.493**	.361	.322	1	.433*	.465**	.433*	.267	.359	.606**	.768**
	Sig. (2-tailed)	.032	.024	.000	.032	.006	.050	.083		.017	.010	.017	.154	.051	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M9	Pearson Correlation	.490**	.030	.235	.490**	.313	.271	.325	.433*	1	.447*	1.000**	.128	.484**	.210	.623**
	Sig. (2-tailed)	.006	.876	.210	.006	.092	.148	.080	.017		.013	.000	.499	.007	.265	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M10	Pearson Correlation	.337	.106	.391*	.337	.534**	.224	.083	.465**	.447*	1	.447*	.092	.340	.376*	.568**
	Sig. (2-tailed)	.069	.577	.033	.069	.002	.235	.663	.010	.013		.013	.630	.066	.041	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M11	Pearson Correlation	.490**	.030	.235	.490**	.313	.271	.325	.433*	1.000**	.447*	1	.128	.484**	.210	.623**
	Sig. (2-tailed)	.006	.876	.210	.006	.092	.148	.080	.017	.000	.013		.499	.007	.265	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M12	Pearson Correlation	.193	.517**	.069	.193	.438*	.128	.333	.267	.128	.092	.128	1	.248	.108	.479*
	Sig. (2-tailed)	.306	.003	.717	.306	.016	.499	.072	.154	.499	.630	.499		.186	.571	.007
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M13	Pearson Correlation	.928**	.066	.312	.928**	.555**	.138	.206	.359	.484**	.340	.484**	.248	1	.174	.681**
	Sig. (2-tailed)	.000	.730	.094	.000	.001	.466	.276	.051	.007	.066	.007	.186		.357	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M14	Pearson Correlation	.222	.349	.933**	.222	.454*	.210	.312	.606**	.210	.376*	.210	.108	.174	1	.617**
	Sig. (2-tailed)	.239	.059	.000	.239	.012	.265	.093	.000	.265	.041	.265	.571	.357		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.724**	.437*	.671**	.724**	.762**	.518*	.535*	.768**	.623**	.568**	.623*	.479**	.681**	.617**	1
	Sig. (2-tailed)	.000	.016	.000	.000	.000	.003	.002	.000	.000	.001	.000	.007	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Reliability Statistics

Cronbach's Alpha	N of Items
.865	14

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
M1	50.00	16.966	.670	.849
M2	50.60	17.766	.324	.867
M3	50.30	16.907	.601	.852
M4	50.00	16.966	.670	.849
M5	50.77	15.978	.696	.845
M6	50.67	16.575	.364	.874
M7	50.13	18.051	.473	.859
M8	50.07	15.995	.705	.845
M9	49.87	17.568	.562	.855
M10	49.90	17.886	.505	.858
M11	49.87	17.568	.562	.855
M12	50.40	17.283	.351	.868
M13	50.03	16.930	.615	.851
M14	50.27	17.237	.542	.855

Correlations																		
	M1	M2	M3	M4	M5	M6	M7	M8	M9	M10	M11	M12	M13	M14	M15	M16	M17	TOTAL
M1 Pearson Correlation	1	.009	.016	.375*	1.000**	.566**	.302	.238	-.348	.392*	.490**	.337	.490**	.253	.193	.928**	.222	.665**
Sig. (2-tailed)		.963	.932	.041	.000	.001	.105	.205	.060	.032	.006	.069	.006	.177	.306	.000	.239	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M2 Pearson Correlation	.009	1	.283	.271	.009	.284	.104	.320	.419*	.411*	.030	.106	.030	.025	.517**	.066	.349	.526**
Sig. (2-tailed)	.963		.130	.147	.963	.129	.585	.085	.021	.024	.876	.896	.003	.730	.059	.003		
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M3 Pearson Correlation	.016	.283	1	.222	.016	.102	-.149	-.020	.140	.188	.325	.121	.325	-.182	-.139	.064	.182	.283
Sig. (2-tailed)	.932	.130		.238	.932	.593	.432	.916	.462	.321	.080	.524	.080	.336	.464	.738	.336	.130
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M4 Pearson Correlation	.375*	.271	.222	1	.375*	.471**	.235	.287	-.192	.699**	.235	.391*	.235	.198	.069	.312	.933*	.661**
Sig. (2-tailed)	.041	.147	.238		.041	.009	.210	.124	.310	.000	.210	.033	.210	.295	.717	.094	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M5 Pearson Correlation	1.000**	.009	.016	.375*	1	.566**	.302	.238	-.348	.392*	.490**	.337	.490**	.253	.193	.928**	.222	.665**
Sig. (2-tailed)	.000	.963	.932	.041		.001	.105	.205	.060	.032	.006	.069	.006	.177	.306	.000	.239	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M6 Pearson Correlation	.566**	.284	.102	.471**	.566**	1	.242	.412*	-.178	.493*	.313	.534**	.313	.263	.438*	.555**	.454*	.741**
Sig. (2-tailed)	.001	.129	.593	.009	.001		.198	.024	.348	.006	.092	.002	.092	.160	.016	.001	.012	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M7 Pearson Correlation	.302	.104	-.149	.235	.302	.242	1	.325	-.079	.361	.271	.224	.271	-.210	.128	.138	.210	.441*
Sig. (2-tailed)	.105	.585	.432	.210	.105	.198		.080	.678	.050	.148	.235	.148	.265	.499	.466	.265	.015
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M8 Pearson Correlation	.238	.320	-.020	.287	.238	.412*	.325	1	.050	.322	.325	.083	.325	.078	.333	.206	.312	.526**
Sig. (2-tailed)	.205	.085	.916	.124	.205	.024	.080		.791	.083	.080	.663	.080	.682	.072	.276	.093	.003
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M9 Pearson Correlation	-.348	.419*	.140	-.192	-.348	-.178	-.079	.050	1	.000	-.136	-.061	-.136	.076	.070	-.347	-.171	.046
Sig. (2-tailed)	.060	.021	.462	.310	.060	.348	.678	.791		1.000	.475	.750	.475	.690	.715	.060	.366	.811
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M10 Pearson Correlation	.392*	.411*	.188	.699**	.392*	.493*	.361	.322	.000	1	.433*	.465**	.433*	.121	.267	.359	.606*	.773**
Sig. (2-tailed)	.032	.024	.321	.000	.032	.006	.050	.083	1.000		.017	.010	.017	.523	.154	.051	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M11 Pearson Correlation	.490**	.030	.325	.235	.490**	.313	.271	.325	-.136	.433*	1	.447*	1.000**	-.035	.128	.484**	.210	.614**
Sig. (2-tailed)	.006	.876	.080	.210	.006	.092	.148	.080	.475	.017		.013	.000	.854	.499	.007	.265	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M12 Pearson Correlation	.337	.106	.121	.391*	.337	.534**	.224	.083	-.061	.465**	.447*	1	.447*	.000	.092	.340	.376*	.549**
Sig. (2-tailed)	.069	.577	.524	.033	.069	.002	.235	.663	.750	.010	.013		.013	1.000	.630	.066	.041	.002
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M13 Pearson Correlation	.490**	.030	.325	.235	.490**	.313	.271	.325	-.136	.433*	1.000**	.447*	1	-.035	.128	.484**	.210	.614**
Sig. (2-tailed)	.006	.876	.080	.210	.006	.092	.148	.080	.475	.017	.000	.013		.854	.499	.007	.265	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M14 Pearson Correlation	.253	.025	-.182	.198	.253	.263	-.210	.078	.076	.121	-.035	.000	-.035	1	.215	.262	.176	.255
Sig. (2-tailed)	.177	.896	.336	.295	.177	.160	.265	.682	.690	.523	.854	1.000	.854		.253	.163	.351	.174
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M15 Pearson Correlation	.193	.517**	-.139	.069	.193	.438*	.128	.333	.070	.267	.128	.092	.128	.215	1	.248	.108	.473**
Sig. (2-tailed)	.306	.003	.464	.717	.306	.016	.499	.072	.715	.154	.499	.630	.499	.253		.186	.571	.008
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M16 Pearson Correlation	.928**	.066	.064	.312	.928**	.555**	.138	.206	-.347	.359	.484**	.340	.484**	.262	.248	1	.174	.631**
Sig. (2-tailed)	.000	.730	.738	.094	.000	.001	.466	.276	.060	.051	.007	.066	.007	.163	.186		.357	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
M17 Pearson Correlation	.222	.349	.182	.933**	.222	.454*	.210	.312	-.171	.606**	.210	.376*	.210	.176	.108	.174	1	.605**
Sig. (2-tailed)	.239	.059	.336	.000	.239	.012	.265	.093	.366	.000	.265	.041	.265	.351	.571	.357		.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL Pearson Correlation	.665**	.526**	.283	.661**	.665**	.741**	.441*	.526**	.046	.773**	.614**	.549**	.614**	.255	.473**	.631**	.605**	1
Sig. (2-tailed)	.000	.003	.130	.000	.000	.000	.015	.003	.811	.000	.000	.002	.000	.174	.008	.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	KEPUASAN, BUDAYA ^a		Enter

a. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.668 ^a	.446	.405	3.421

a. Predictors: (Constant), KEPUASAN, BUDAYA

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	253.925	2	126.963	10.850	.000 ^a
	Residual	315.942	27	11.702		
	Total	569.867	29			

a. Predictors: (Constant), KEPUASAN, BUDAYA

b. Dependent Variable: MOTIVASI

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	11.036	9.798		1.126	.270		
	BUDAYA	.668	.164	.622	4.073	.000	.882	1.134
	KEPUASAN	.109	.151	.110	.720	.478	.882	1.134

a. Dependent Variable: MOTIVASI

Collinearity Diagnostics^a

Model	Dimensi on	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	BUDAYA	KEPUASAN
1	1	2.993	1.000	.00	.00	.00
	2	.004	26.195	.08	.28	.96
	3	.003	34.160	.92	.72	.04

a. Dependent Variable: MOTIVASI

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
BUDAYA	30	100.0%	0	.0%	30	100.0%
KEPUASAN	30	100.0%	0	.0%	30	100.0%
MOTIVASI	30	100.0%	0	.0%	30	100.0%

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
BUDAYA	.158	30	.053	.958	30	.270
KEPUASAN	.184	30	.011	.923	30	.033
MOTIVASI	.183	30	.011	.883	30	.003

a. Lilliefors Significance Correction

LAMPIRAN



SURAT KEPUTUSAN

Ketua Sekolah Tinggi Manajemen Informatika dan Komputer AKAKOM Yogyakarta
Nomor : L.05.1/187/KP/V/2016

Tentang

PEMBERIAN DANA PENELITIAN BAGI DOSEN TETAP
STMIK AKAKOM YOGYAKARTA SEMESTER GENAP TAHUN ANGGARAN 2015 / 2016

- Menimbang** : 1. bahwa dalam rangka pelaksanaan Tridharma Perguruan Tinggi, setiap dosen tetap diwajibkan untuk melaksanakan penelitian yang merupakan salah satu tugas dosen untuk menghasilkan
2. bahwa dalam melaksanakan penelitian dan pengembangan dosen diberikan bantuan dana penelitian yang telah dianggarkan pada semester genap tahun akademik 2015/2016 melalui Pusat Penelitian dan Pengembangan PPM,
3. bahwa demi tertib administrasi dalam pemberian dana penelitian tersebut perlu ditetapkan dengan surat keputusan Ketua STMIK AKAKOM.
- Mengingat** : 1. Statuta Sekolah Tinggi Manajemen Informatika Dan Komputer AKAKOM.
2. Peraturan Yayasan Pendidikan Widya Bakti Nomor : 01 Tahun 1993.
3. Peraturan Yayasan Pendidikan Widya Bakti Nomor : 02 Tahun 1993.
4. Pemberlakuan Aturan Reward dan Punishment, pelaksanaan EWMP
- Memperhatikan** : 1. Peraturan Pemerintah Nomor 37 Tahun 2009 tentang Dosen
2. Peraturan Menteri Dalam Negeri Republik Indonesia nomor 7 Tahun 2014 tentang Perubahan Atas Peraturan Menteri Dalam Negeri Republik Indonesia Nomor 64 Tahun 2011 Tentang Pedoman Penerbitan Rekomendasi Penelitian,
3. Keputusan Menteri Pendidikan Nasional Republik Indonesia Nomor : 074/U/Nomor : 074/U/2000
4. Undang-undang Republik Indonesia Nomor : 20 Tahun 2003
5. Undang-undang RI Nomor 14 Tahun 2005 tentang Guru dan Dosen
- Undang-undang RI Nomor 12 Tahun 2012 tentang Pendidikan Tinggi

MEMUTUSKAN

Pertama;

Pemberian dana penelitian pada semester genap tahun akademik 2015/2016, Peneliti yang tersebut di bawah ini disertai tugas untuk melaksanakan penelitian dengan judul :

No	Nama	Judul penelitian	Biaya Penelitian
1	Dara Kusumawati, S.Kom., M.M.	Analisis Pengaruh budaya Organisasi terhadap motivasi dengan Kepuasan Kerja sebagai variabel intervening di SMK NU Kunduran Blora	Rp.3.000.000,-

Kedua;

Pembayaran dana penelitian akan dibayarkan sebanyak dua kali, dengan rincian sebagai berikut :

- a. Tahap I, 30% dari biaya yang ditetapkan, dibayarkan pada saat proposal penelitian telah di review dan disetujui serta diterbitkannya surat keputusan.



Ketiga;

Jangka waktu pelaksanaan kegiatan penelitian tersebut dilaksanakan pada semester genap tahun akademik 2015/2016, apabila dalam semester yang ditentukan ternyata belum dapat menyelesaikan, maka akan diberikan kesempatan pada satu semester berikutnya

Keempat;

Apabila pemberian waktu yang telah ditentukan peneliti juga tidak dapat menyelesaikan, maka penelitian dibatalkan.

Kelima;

Apabila dikemudian hari terbukti bahwa judul penelitian yang disetujui tersebut dijumpai adanya indikasi plagiasi dengan penelitian lain, dan/atau diperoleh indikasi ketidakjujuran dan itikad kurang baik yang tidak sesuai dengan kaidah ilmiah, maka penelitian tersebut dinyatakan batal dan peneliti wajib mengembalikan seluruh dana penelitian yang telah diterima.

Keenam;

Segala biaya yang berkenaan dengan pelaksanaan surat keputusan ini dibebankan kepada anggaran Pusat Penelitian dan Pengembangan dan PPM, tahun anggaran 2015/2016, kode 05.14.11/K

Ketujuh;

Apabila dikemudian hari ternyata terdapat kekeliruan dalam keputusan ini, akan diadakan perbaikan sebagaimana mestinya.

Ditetapkan di : Yogyakarta
Pada tanggal : 11 Mei 2016

Ketua,
STMIK AKAKOM



Cuk Subiyantoro. S.Kom.M.Kom.
NPP. 841011.

Tembusan :

1. Kepala Pusat Penelitian dan PPM
2. Arsip